

Annex 9

Gender Markers

The UNDP Gender Marker is a corporate monitoring tool used for tracking financial investments to advance or contribute to achieving gender equality and the empowerment of women. The Gender Marker is operationalized through ATLAS, where every output at the project level is rated against a set of pre-established criteria.

UNDP projects should be gender-responsive in their design and implementation. Towards this, it is important that a gender analysis is carried out during the project design stage and used as the basis to inform the gender marker coding.

We use a gender analysis when we need to develop a comprehensive situational analysis or increase our understanding of gender issues and challenges in the countries where we work. For example, we carry out a gender analysis when we want to better understand:

- Levels of participation and involvement of women and men, e.g., in the labour market, community decision-making, and use and control over natural resources
- Different experiences of specific development challenges such as poverty, migration, gang violence, etc.
- Different outcomes from the same intervention, i.e. education, health services, land titling
- Barriers and constraints to full participation by different groups, e.g. indecision-making
- Specific vulnerabilities and inequalities, e.g. single-female headed households, rural women, women with disabilities etc
- Cultural and social patterns of behaviour that appears to be in direct opposition to women's interests

Gender Marker Codes

GEN 3

The achievement of gender equality and/or the empowerment of women are an explicit objective of the output and the main reason that this output was planned. Narrowing gender inequalities or empower women is the main reason this initiative is being undertaken.

E.g. A gender-based violence resource centre is established.

[Justification for rating: Provides support to survivors of gender-based violence; increases awareness and advocacy for reduction of gender-based violence.]

GEN 2

Gender equality is not the main objective of the expected output, but the output promotes gender equality in a significant and consistent way.



There must be evidence that a gender analysis has been done, that there will be change related to gender equality/women's empowerment and that there are indicators to measure/track this change. This encompasses outputs that are sometimes called "gender mainstreamed" initiatives, in which gender equality is adequately integrated as a cross-cutting issue into the rationale, activities, indicators and budget associated with the output.

E.g. Post-crisis community security and cohesion is restored.

[Justification for rating: Restoring security and cohesion for the whole community is the principal objective of the project. The project ensures that that women make decisions and benefit from the project, that survivors of gender-based violence are reintegrated into their families and communities, and so on.]

GEN 1

The output at the project level contributes in a limited way to gender equality, but not significantly. Gender equality is not consistently mainstreamed and has not been critical in the project design. Nevertheless, some aspect(s) of the output at the project level (i.e. one or more of its activities) are expected to promote gender equality but not in a consistent way.

E.g. New systems and procedures are established to enhance efficiency and transparency in public service.

[Justification for rating: The main objective of most of the activities that constitute this output is to promote government accountability and transparency in public service. One or two of the activities includes some punctual activities that will focus on promoting gender equality, for example, by organizing a training activity to share information with women's organizations.]

GEN 0

The output at the project level does not contribute to gender equality. No activities or components of the output contribute to the promotion of gender equality. GEN0 outputs at the project levels are "gender blind" and it is therefore recommended to reduce the number of GEN0 rated outputs as possible.

E.g. AIDS responses are integrated into poverty reduction strategies.

[Justification for rating: The planned activities that make up this output do not take the different needs and interests of women and men into account. Activities are planned in a way that assumes that services "for people" will meet the needs of everyone.]